



**Ministry
of Defence**

Ministry of Defence
Main Building (01/D/06)
Whitehall
London SW1A 2HB
United Kingdom

Ref: [REDACTED]

Telephone: +44 (0)20 7218 9000

E-mail: Pers-Trg-Sec-FoiMailbox@mod.uk

Email: [REDACTED]

10 March 2015

Dear [REDACTED]

Thank you for your email of 18 February 2015 requesting the following information:

"The total amount spent on external recruitment agencies and headhunters, for each year since 2010.

I would prefer to receive the information electronically".

This has been considered as a request for information in accordance with the Freedom of Information Act 2000 (FOIA). I can confirm that the Ministry of Defence (MOD) holds the information for calendar years 2010-2015.

Recruitment to the MOD for all grades below the Senior Civil Service (SCS) is carried out by Defence Business Services who do not utilise agencies or head-hunters as part of the recruitment process.

Where external recruitment to SCS posts is required, recruitment agencies may be engaged to assist with campaigns. The costs of agency services include search, advertisement, response handling, assessment and support to selection panels.

Details of spend with external recruitment agencies and head-hunters by calendar year are as follows:

Year	Amount
2010	£120,905
2011	£143,785
2012	£283,725
2013	£372,937
2014	£583,086
2015	£33,083 – to date

These figures relate to recruitment to the SCS across the department including in the Trading Fund Agencies – United Kingdom Hydrographic Office, Defence Support Group and Defence Science and Technology Laboratory (and including Defence Equipment and Support until October 2014).

The above figures exclude external recruitment spend on "Contingent Labour". Contingent Labour is a process the MOD uses to engage temporary staff below SCS grades through recruitment agency contracts.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIQ-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,

Defence Personnel Secretariat